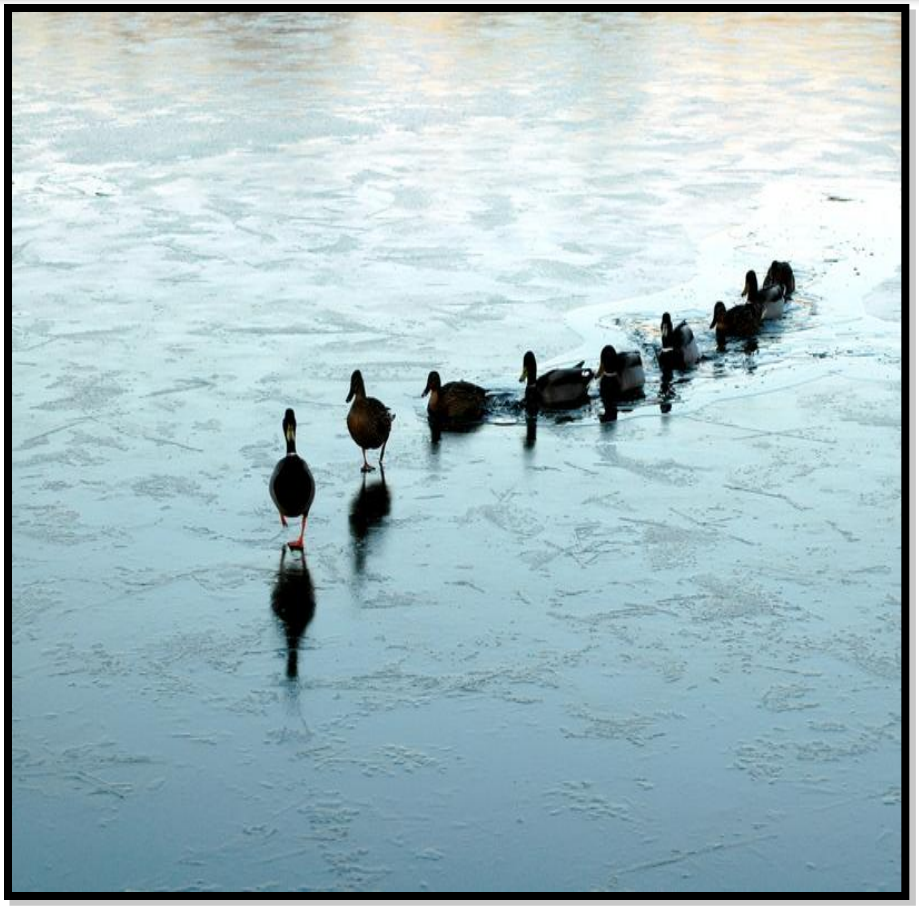

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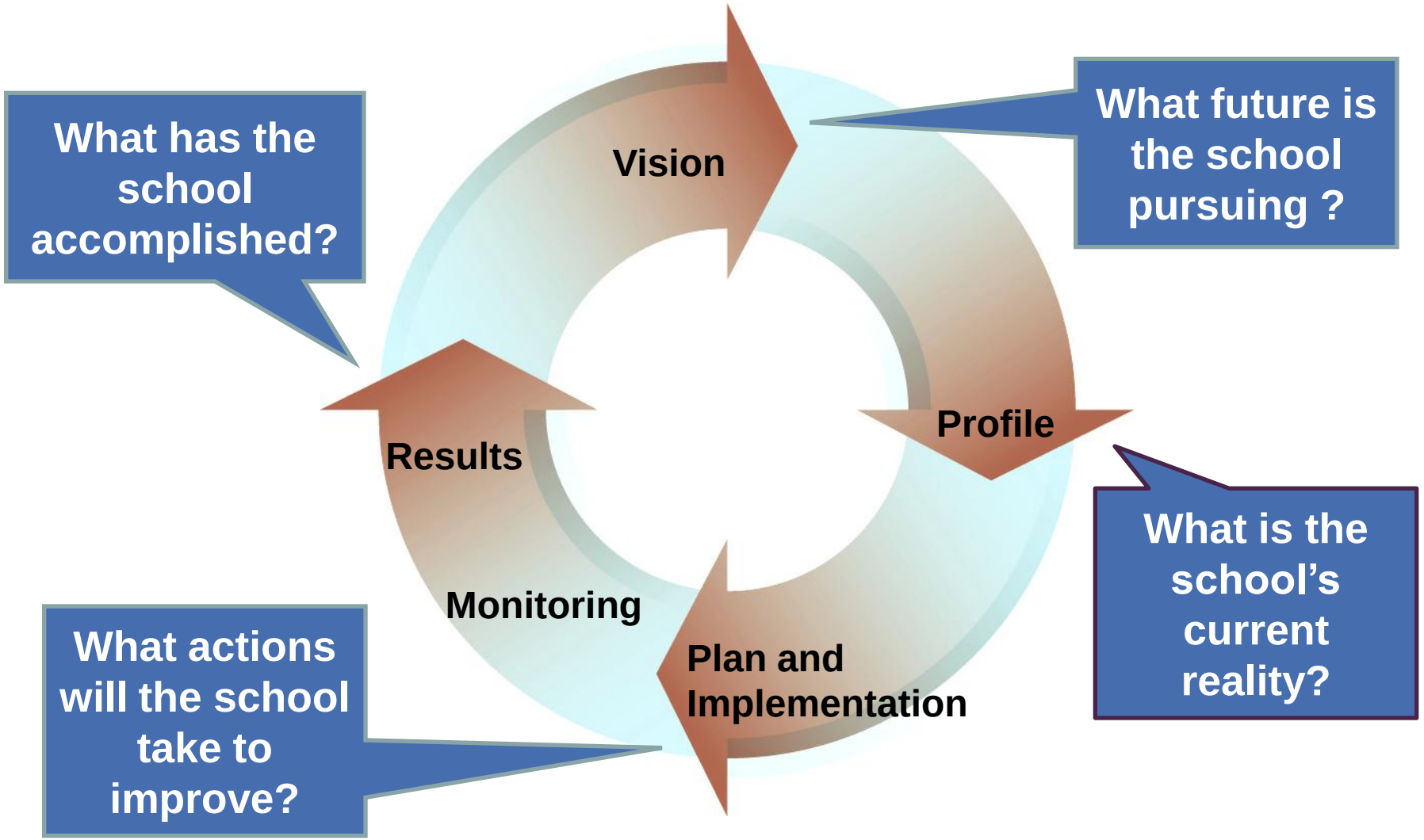
Leadership in Education

Yavapai County Measuring Educator Effectiveness
Teachers and Principals
2012

Introduction

- CSI by DNA
- Evaluating Performance for Improved Individual and Organizational Effectiveness
- Assessing Educational Leaders
- Assessing Teachers
- Institute Outcomes
- Institute Customization

Elements of Continuous Improvement



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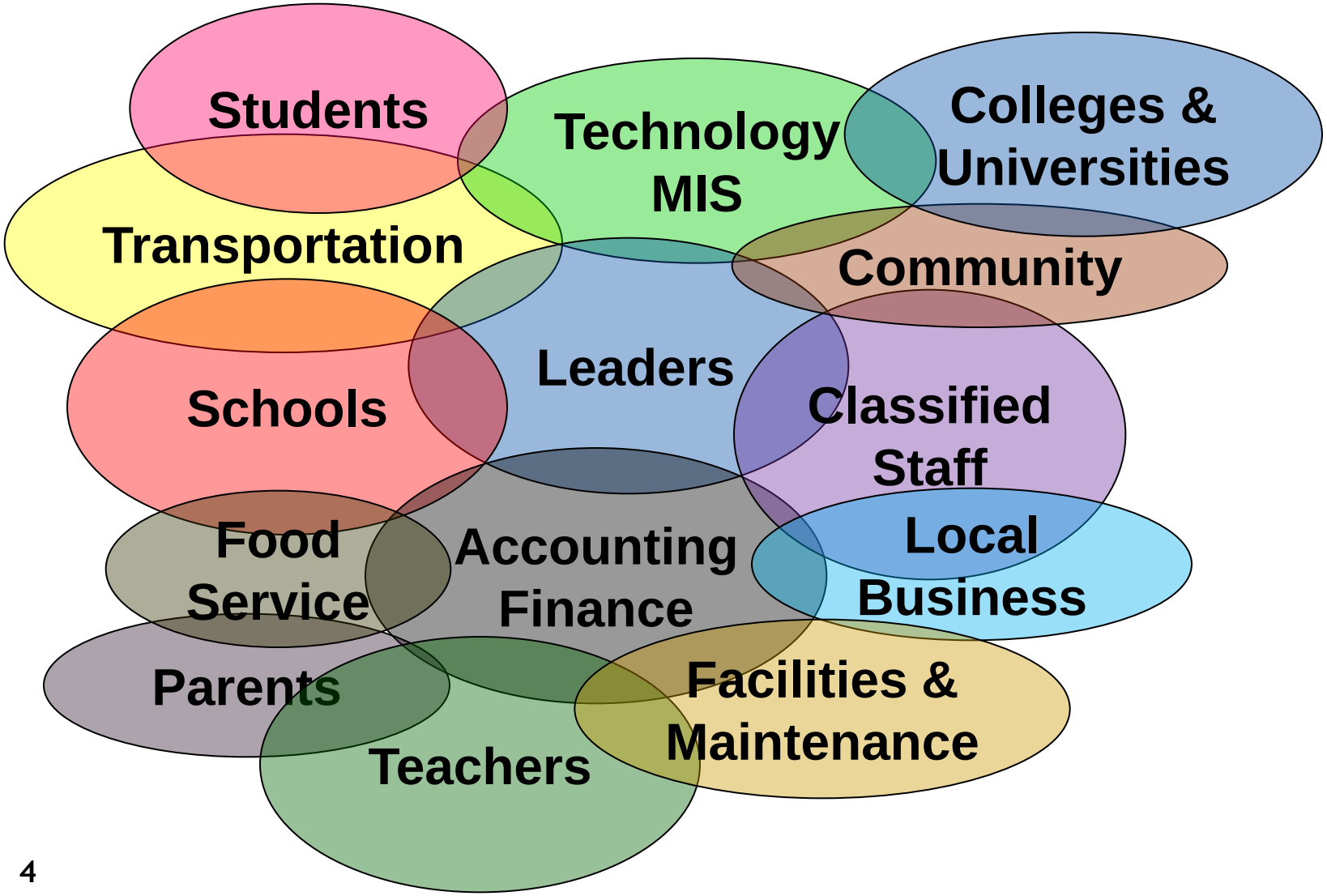
System Elements



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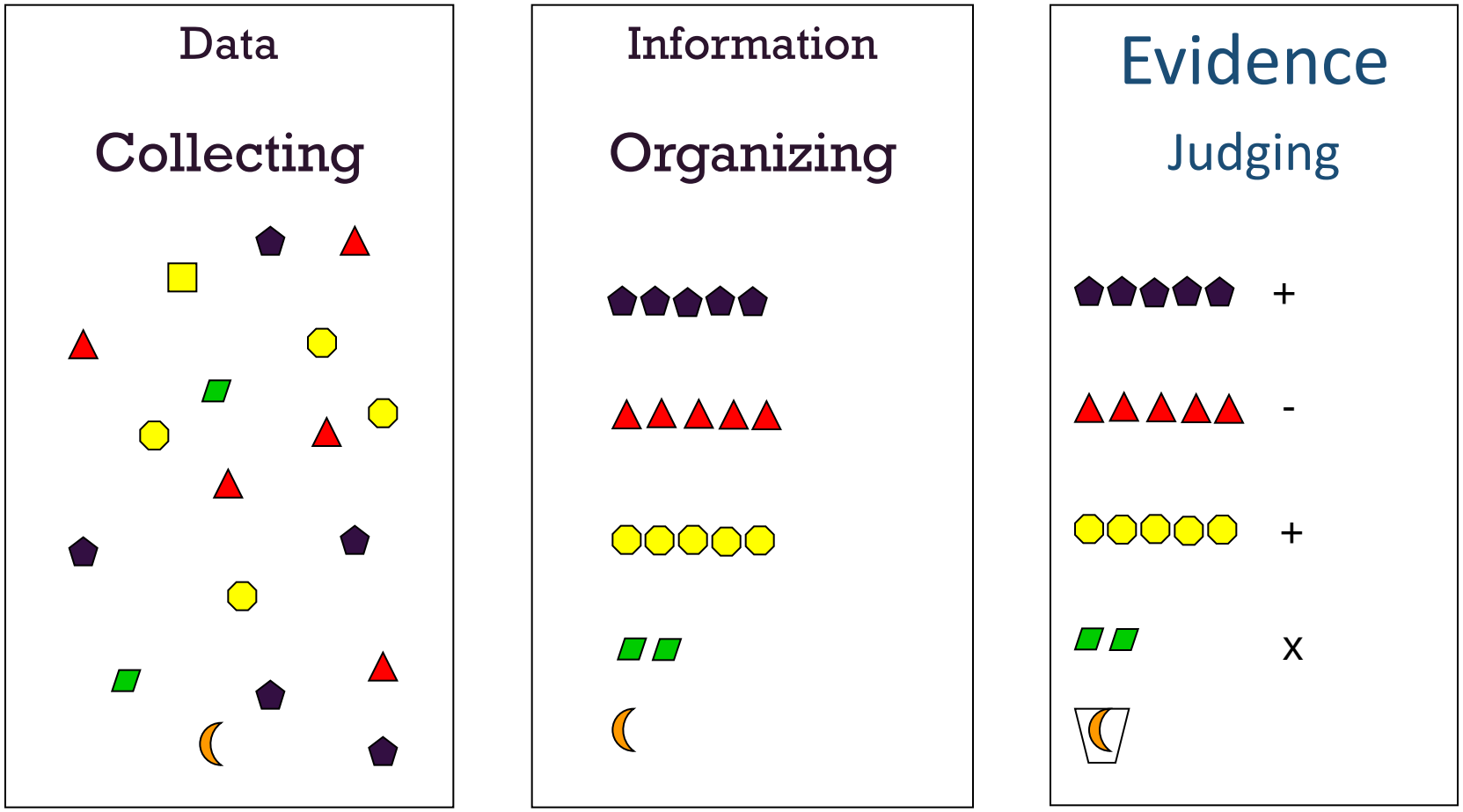
Where are we going and why? What is our shared purpose and direction?

Vision, Profile, Plan, Monitoring Continuous School Improvement



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Evaluating Principals

- Facilitator: Dr. Nancy Alexander

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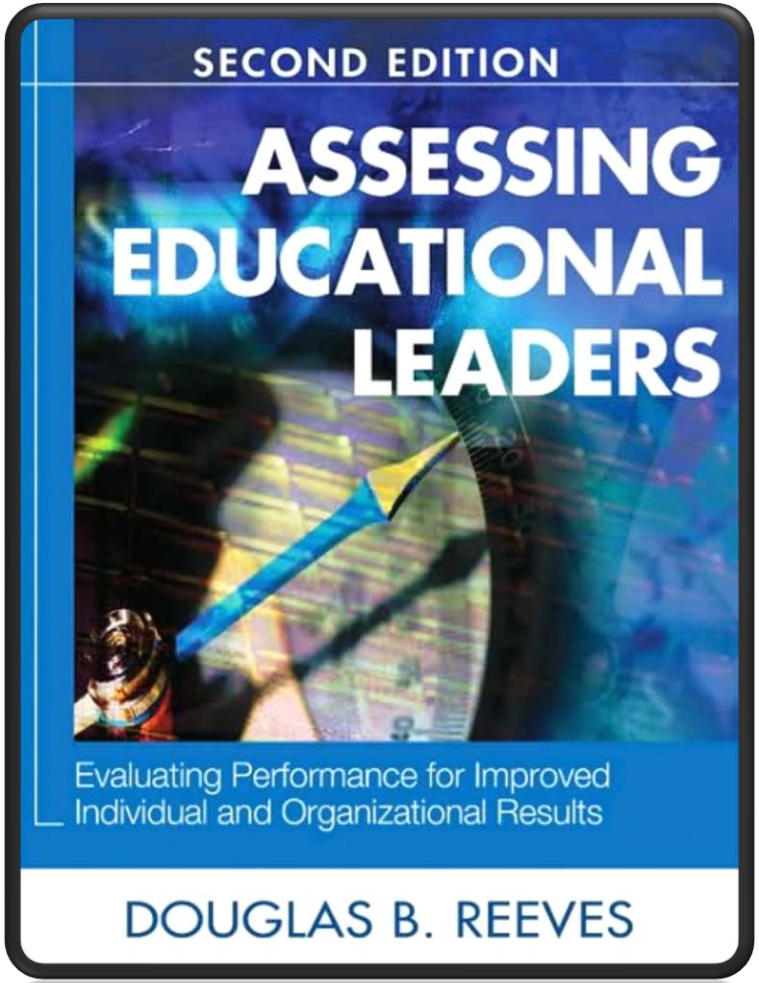
Leadership in Education

Researched-based:

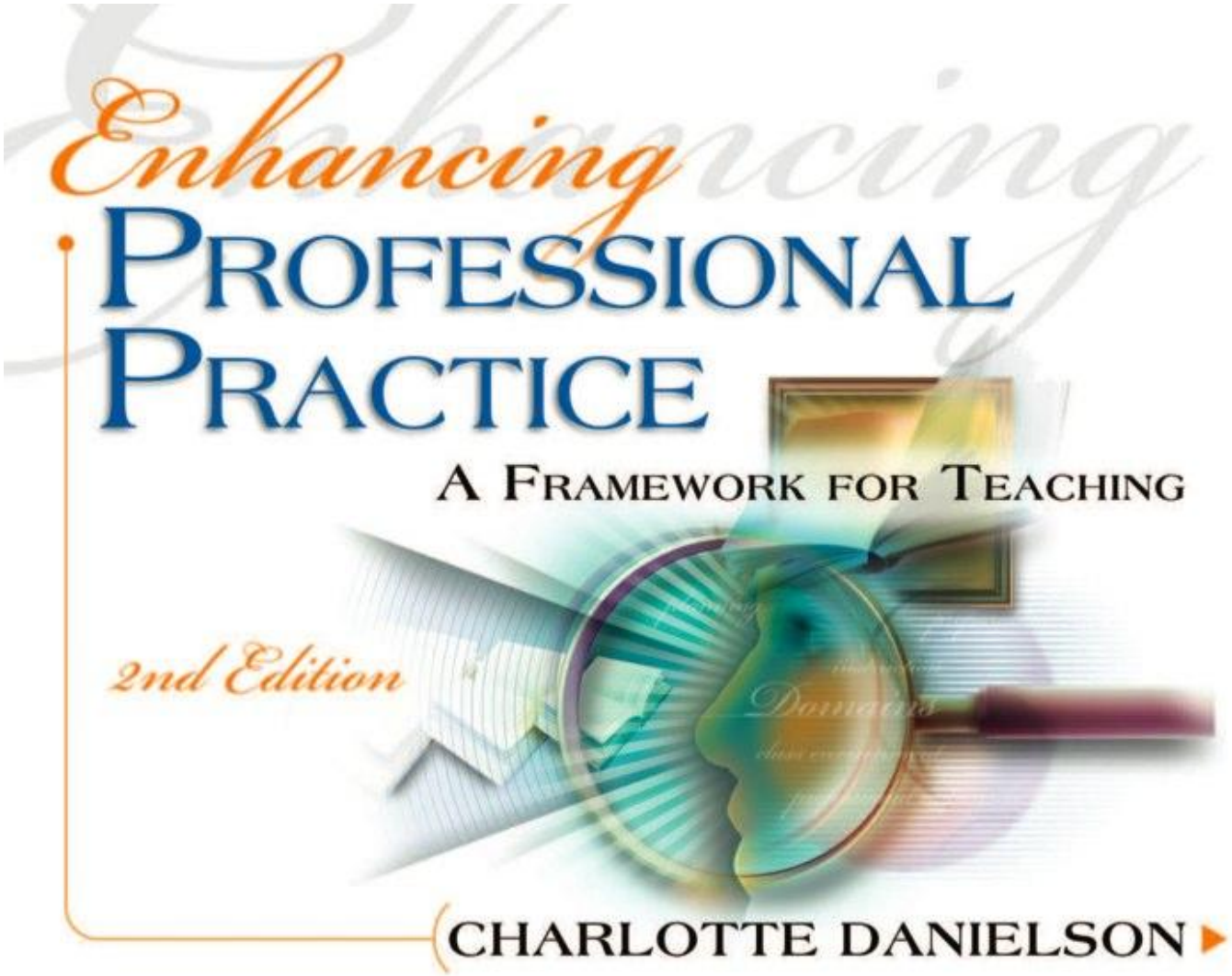


Why Performance Evaluations may be Broken:

- It is often an event not a process
- Ambiguous Criteria in Leadership Evaluations
- Gotcha!!!
- Not standards based
- Not evidenced based

Principal Evaluation Instrument

- 33 % School Level Data
- ISLLC Standards
- Resources


Enhancing
PROFESSIONAL
PRACTICE
A FRAMEWORK FOR TEACHING
2nd Edition
CHARLOTTE DANIELSON

Teacher Evaluation Instrument

- 33 % Classroom Level Data
- InTASC Standards
- Resources

Reframing Performance Evaluations

- The Risks and Rewards of Evaluation
- A New Vision of Educational Accountability
- Not a "gotcha"!

Criteria for Multidimensional Performance Evaluations

- P Proactive
- R Reciprocal
- E Empowering
- S Standards-based
- T Truthful
- O Objective

Implications of a New Vision for Performance Evaluations

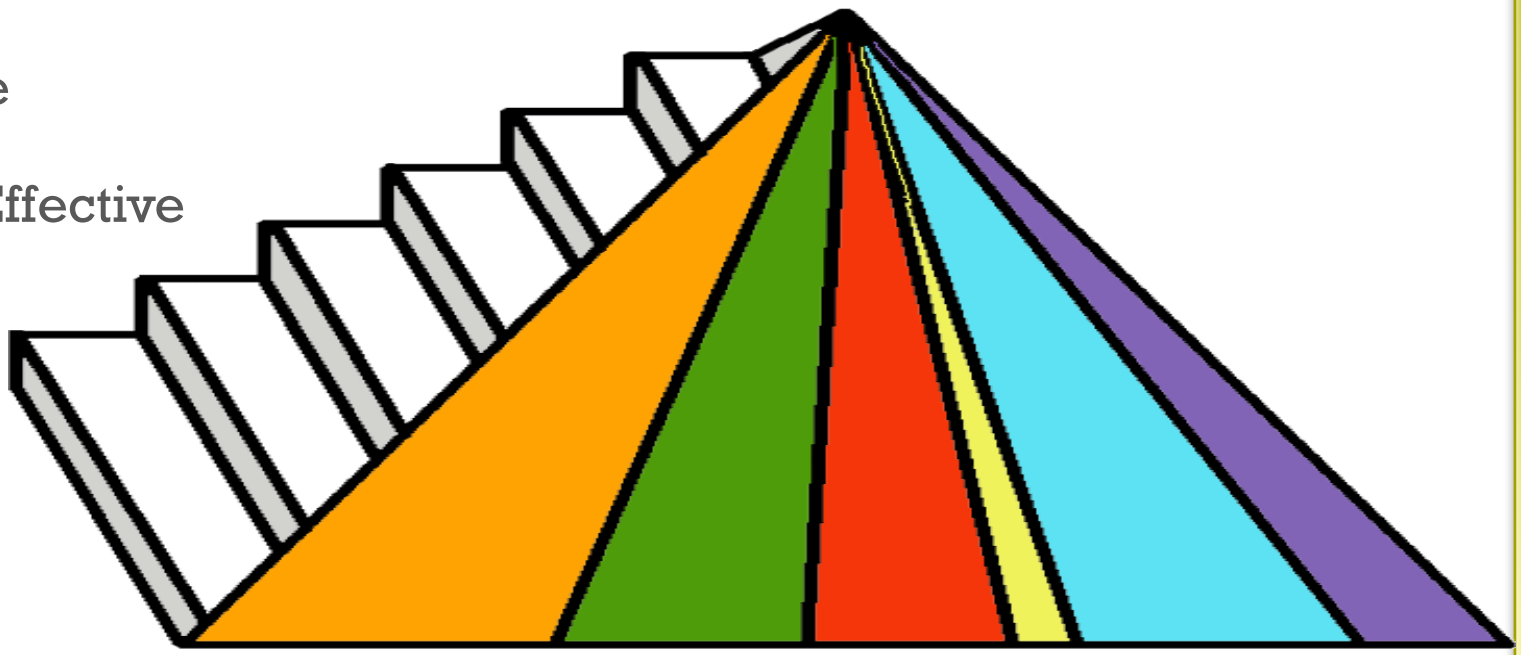
- Require clarity of expectations and authority to be successful
- Regularly communicate expectations
- Routinely provides feedback
- Constructive, fair, clear and robust

Creating an Improved Goal Setting Model for an Evaluation System

- **Specific, strategic**
- **Measurable**
- **Attainable**
- **Results-oriented**
- **Time-bound**

Multidimensional Categories for Performance Evaluations

- Matrix proposed by ADE
- Not Effective
- Partially Effective
- Effective
- Highly Effective



Qualitative Information:

- The Lens for Understanding Quantitative Data
- Rich Descriptions of Organizational/Classroom Climate
- Detailed Observations
- Impact on Others
- Reflections by the Leader/Teacher

How To Improve Student Achievement PIM Research (Planning, Implementation and Monitoring)

- Monitoring
- Inquiry
- Focus
- Format

Next Steps

YAVAPAI COUNTY EDUCATION SERVICE AGENCY

Workshop

MODELS FOR IMPLEMENTING THE ARIZONA FRAMEWORK FOR MEASURING EDUCATOR EFFECTIVENESS

Phone 928-771-3544

Continue the journey, never ending…. wcrsc.org